



## Invite you to the **MADISON LABOR LAW CLINIC!**

- March 24, 2010 (Wednesday)
- 8:00 a.m. - 3:30 p.m.
- American Family Insurance Hdqtrs.
- Madison, WI

<b>Agenda</b>	<b>8:00 a.m. - Sign-in</b> <b>8:30 a.m. - KICKOFF</b> <b>8:45 a.m. - "Deciding Who Is Eligible for WI Unemployment Insurance Benefits"</b> <i>Laura Parker</i> <b>10:00 a.m. - Break</b> <b>10:15 a.m. - "An Overview of Wisconsin's Labor Standards Laws"</b> <i>Kim McPeak</i> <b>11:45 a.m. - Lunch</b> <b>12:30 p.m. - "Fair Employment Law Basics"</b> <i>Marlene Duffield</i> <b>1:45 p.m. - Break</b> <b>2:00 p.m. - "Understanding the Principles of Worker's Compensation Law"</b> <i>James T. O'Malley</i> <b>3:15 p.m. - Wrap-up, adjournment</b>
<b>Time</b>	Sign-in begins at 8:00 a.m. Program begins at 8:30 a.m. Lunch is at 11:45 a.m.
<b>Cost</b>	<b>\$77</b> Substitutions allowed. <b>PRICE INCLUDES:</b> Juice, coffee, and rolls upon arrival, refreshments at breaks, and lunch; handouts for all presentations on the agenda.
<b>Site</b>	<b>American Family Insurance National Headquarters, Auditorium Training Center, Building A</b> , 6000 American Parkway, Madison, WI 53783, WI (608) 249-4100, ext. 30091
<b>Registration</b>	<b>Complete and return the form that appears below.</b> Seating is limited, early advance registration is recommended. No discounts allowed for multiple reservations, missed meals, etc. <b>Note: Last day for refunds or cancelations is March 10, 2010.</b> <b>Registrations not canceled by this date shall be subject to full payment of the registration fee.</b> Call 608 242-4880 if you wish to confirm your registration was received or to cancel. Please keep all of the above information for future reference and return only the reservation form below.

**PLEASE RESERVE \_\_\_\_\_ SEATS at the Madison Labor Law Clinic at \$77 each for a total of \_\_\_\_\_**  
Make checks payable to: **Employment and Training Association (EATA).**

Name(s) 1. \_\_\_\_\_ 3. \_\_\_\_\_  
2. \_\_\_\_\_ 4. \_\_\_\_\_

Email(s) 1. \_\_\_\_\_ 2. \_\_\_\_\_  
3. \_\_\_\_\_ 4. \_\_\_\_\_

Company/firm  
Name \_\_\_\_\_

St. Address (P.O. x) \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_ Phone \_\_\_\_\_

**TO REGISTER:** "Make checks payable to Employment and Training Association. Mail this form along with payment to Christine Richard, Dane County Job Center, 1819 Aberg Avenue, Madison, WI 53704 OR Fax to 608.242.4917 Attn: Christine Richard. NOTE: To ensure your registration is accepted please send payment immediately."

## **HERE'S WHAT WE'LL COVER!**

**8:45 a.m. “Deciding Who Is Eligible For UI Benefits”** Provides an overview of the primary issues affecting employee eligibility and employer liability for Unemployment Insurance benefits. Includes a discussion of quits, discharges, offers of work, work available, and how terms such as “able to work” and “available for work” are defined by UI. Offers an opportunity for the audience to ask, and get answers to, questions about how and why UI benefits are paid.

**10:15 a.m. “An Overview of Wisconsin’s Labor Standards Laws”** Focuses on issues relating to overtime, hours of work, wage payment requirements, and minimum wage. Also includes a discussion of child labor. Time permitting, also provides information on topics such as the Business Closing/Mass Layoff Notification law and personnel records.

**12:30 p.m. “Fair Employment Law Basics”** Offers a straightforward look at the basics of the Wisconsin Fair Employment Law (WFEL). Introduces the audience to Wisconsin’s law prohibiting discrimination in employment and serves as a foundation for further discussion. Also addresses topics such as prohibited actions by employers, groups protected under the law, employing individuals with disabilities, on-the-job harassment, dealing with a WFEL complaint, and other concerns which the audience may raise.

**2:00 p.m. “Understanding The Principles of Worker’s Compensation Law”** Focuses both on an overview of the key principles underlying the WC system and on practical, useful ideas for employers to implement in handling WC claims. Includes advice on establishing an effective injury reporting process, receiving employee accident reports, communicating with WC insurance carriers, investigating reports of work-related injuries, and steps to follow when presenting evidence on behalf of employers at hearings.

## **HERE ARE YOUR PRESENTERS!**

**LAURA PARKER** has been with the Unemployment Insurance Division since 2001. She worked as an adjudicator and is currently employed by the division as a Disputed Claims Analyst. In that capacity, she helps develop laws and policies for Unemployment Insurance, trains adjudicators, evaluates decisions using state and federal guidelines, provides technical assistance on complex claims, responds to inquiries from employers, claimants and the legislature and serves as one of the division’s acting Benefit Fraud Officers. She is a 1997 graduate of University of Wisconsin-Green Bay with a BA degree in Human Development and in Public Administration.

**KIM MCPEAK** is a Labor Standards Investigator with the Bureau of Labor Standards in the Equal Rights Division. She began her career with DWD in 2000 as an Employment and Training Specialist with the Bureau of Job Service and has been working with the Equal Rights Division as a Labor Standards Investigator since 2007. She is a graduate of the University of Wisconsin – La Crosse with a degree in Sociology.

**MARLENE DUFFIELD** is the Madison and Upstate Investigation Supervisor in the Civil Rights Bureau for the Equal Rights Division of the Department of Workforce Development. She supervises sixteen civil rights investigators who handle the investigation of complaints of discrimination in employment, housing, and public accommodations, and also under the family and medical leave act. Marlene has a master degree from the University of Illinois. She has worked in the private sector and been with the state for several years as a supervisor and in DWD since 1998.

**JAMES T. O'MALLEY** is the Director of the Bureau of Legal Services. He had served as an Administrative Law Judge with the Worker’s Compensation Division since July 1984 and since October 1989 as a section chief. From November 1976 to July 1984 Jim was an Administrative Law Judge in the Division of Unemployment Insurance. He also served as a member of the Executive Committee of the International Association of Industrial Accident Boards and Commissions from 1991-93. He is a 1972 graduate of the University of Wisconsin-LaCrosse and received his law degree from St. Mary’s University in 1975.

## **IS THIS YOUR FIRST CLINIC?**

**THIS DAY-LONG CLINIC** will include speakers from the Unemployment Insurance and Equal Rights Divisions with detailed information and practical guidance to help employers avoid violating state laws and rules in the topic areas on the Clinic agenda. This educational program contains information that will help employers prepare for state agency hearings and other administrative proceedings, if they become necessary. There will be ample opportunities to ask questions of the presenters, all of who are experts in the laws and programs of which they speak.

**THE WISCONSIN DEPARTMENT OF WORKFORCE DEVELOPMENT** does not discriminate on the basis of disability in the provision of services or in employment. If you need assistance in using this service, please contact us. Deaf, hearing- or speech-impaired callers may reach us through the Wis. Telecommunication Relay System (WisTRS).

A schedule of **FUTURE LABOR LAW CLINICS** can be viewed on the Department of Workforce Development website at: <http://dwd.wisconsin.gov/laborlaw/>